

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer:	Borough of High Bridge	County:	Hunterdon
Employee Organization	High Bridge Police Department	Employees in Unit:	6
Base Year Contract Term:	1/1/2008 12/31/2011	New Contract Term	1/1/2012 12/31/2014
Type of Settlement:	<input type="checkbox"/> Arbitrator's Award <input type="checkbox"/> Fact-Finder Recommendation		<input checked="" type="checkbox"/> Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): **Base salary** is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the **base salary** as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

Section III: Economic - Costs inside base salary	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
	\$468,486	\$34,263	\$502,748	\$8,222
Salary		N/A		N/A
Increment				
Longevity	\$4,030		\$8,060	
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column	\$506,779 (Total Economic) Section III & IV	\$96,466 (Total Non-salary Economic)	\$519,030 (Total Economic) Section III & IV	\$112,777 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year(previous agreement) \$506,779

Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014			
Percent Increase	0%	1.5%	1.5%			
Actual dollar increase.....	\$12,251	\$12,583	\$22,070			
Total Economic Costs (successor agreement)	\$519,030	\$531,611	\$553,681			

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 1%
Dollar Impact (average per year over term of agreement) \$15,635

Section VIII

Medical Costs	Base Year	Year 1				
Cost of Health Plan	\$68,597	\$81,343				
Employee Contributions	\$0	\$8,303				
Prescription	\$19,453	\$23,433				
Dental	\$10,035	\$10,837				
Vision	\$0	\$0				

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by:

Bonnie Ann Fleming

Title: CFO/CTC

Print Name



Signature

Date: 4/10/2013